



Association  
of Registered  
Interior Designers  
of Ontario

# Annual Report 2023



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# Message from the President

The 2024 AGM marks a year into my 2-year presidency with ARIDO. They say time flies when you're having fun, and if you're looking at it with an ARIDO lens, then we've been having a blast!

Quite honestly, this past year has been incredibly busy, and we've made a lot of progress on many fronts because of our strong Board of Management, our committees, and staff. From a human perspective, we often wish for progress to be quick and immediate, but as we have all learned real meaningful change comes with time and patience, with intention, and in steady way.

My time on the ARIDO Board has felt progressive. Not just in the work, but in the shift in organizational culture. ARIDO's Strategic Plan and Bold Statement declare our commitment of building a more inclusive, diverse, and progressive organization, profession, and community.

And from within the organization, the change is noticeable. All of our meetings and discussions start and end differently; There's intention around our conversations. More thought and consideration are given to the experience of the participants in the room, and our collective desire to have a greater level of connection.

Progress also continues on the Direct Regulation Model, while it may not always seem clear, or happen as quickly as we would like. As I reflect back to November 2016, I was GTA President at the time and a guest representing the chapter at the ARIDO Board table. ARIDO received direction for the first time in a long time from Provincial government. We all remember what they said; They directed us to partner with the architects, and utilize the existing Architects Act to attain the regulatory identity we were looking for.

This was followed by development work between ARIDO and the Ontario Association of Architects (OAA) which was a little like the schematic or programming phase of an interior design project. The organizations spent over a year meeting, discussing, envisioning, and designing the potential solutions and

approaches to what the model could be. Just like a project, we identified ARIDO's needs, conducted information gathering exercises, and worked together to determine the right approach to finding a solution.

Next was the design development phase where we were able to identify a working program and a design direction, but all the details needed to be flushed out to really shape and further envision the impact and results of the design. This phase resulted in ARIDO and the OAA presenting two potential models to the membership at the June 2018 Special Members Meeting.

Representing the permit phase of a project was the Special Members Meeting. The submission of the plans and package for approval, attesting the design meets all compliance requirements while also presenting the intended design approach. And the final stamp of approval received by the permits office that indicates the "green light" to proceed with next steps. At the June 2018 Special Members Meeting, the ARIDO membership exercised a strong majority vote to approve ARIDO's next steps towards the Direct Regulation Model.

Not unlike many construction projects during the pandemic, ARIDO and OAA had to pause on their collaborative work from March 2020 through to early 2022. The Provincial Government, like the rest of the country and the world, had to focus on emergency strategies in response to the pandemic followed by a focus on economic recovery for what



we all hoped was a back to normal state of business, or at least close enough.

2023 marked the start of something similar to the construction phase of a project. The shovel finally pierced the ground as preparation work escalated for a future with regulation. The Examination Alternative Project (EAP) was launched and work accelerated to develop a second option for future candidates to successfully meet the examination requirement, in addition to the NCIDQ exams.

ARIDO's commitment to increase fair access pathways into ARIDO extends to how one gets qualified in Ontario. As work towards the Direct Regulation Model proceeds, there will be an expectation by Provincial Government and the Ontario Fairness Commissioner (OFC) that ARIDO and OAA protect public interest and safety, while providing inclusive, defensible and innovative ways for everyone to work in the Province.

Once the Direct Regulation Model takes effect, those who are not Registered at the time will be required to become Registered and subsequently licensed in order to continue to practice interior design and offer services to the public in large buildings. This mimics the requirements and regulatory framework for architecture in the province.

The Intern Competency Review System (ICRS) development work began in 2014 and launched in 2017. This is the system which provides any candidate for Registered membership without a CIDA degree to demonstrate their equivalent competencies in meeting the minimum education requirements. This was ARIDO's first project in preparation for a future with regulation.

The ICRS will be instrumental in the future Direct Regulation Model for internationally trained and seasoned domestically trained practitioners who will not have a CIDA degree. The ICRS demonstrates to Provincial Government and the OFC that ARIDO is a fair and qualified regulatory partner who has paved the way for anyone to qualify where they possess the minimum competencies.

The Interior Design Experience Requirement (IDER) launched in 2020 and provided all candidates in the future with an alternative, competency-based experience requirement to meet the second

requirement, supervised experience. IDER serves as a road map, guiding both Interns and supervisors on the required in the field training for candidates to be successful in getting to Registered.

The EAP serves as the third and final building block for a future with Regulation. 2024 marks the second year of the development project with a completion timeline of March 2025. The EAP symbolizes ARIDO's desire to innovate the final requirement in the Registered Interior Designer model, providing all future candidates with a different, defensible and relevant means of demonstrating they are ready to enter the profession as a qualified practitioner.

This 10-year journey by ARIDO to innovate and demonstrate its capacity to serve as a regulatory party to the OAA in the future licensing framework for interior design in Ontario, positions our credibility and solidifies our readiness to push interior design forward as leaders in Ontario.

Next and final steps for the Direct Regulation Model will centre around working with the OAA on legislative amendments that will be presented to the Attorney General (AG) as a component of their Modernization Act project. This will include a series of amendments to the Architect's Act in Ontario intended to modernize regulatory function in the OAA while including the necessary amendments to the act to instill a new licensing framework for interior design.

As I close my report of the past year, I find myself arriving full circle to the beginning; Truly meaningful progress takes time, intention, and perseverance. Like a large, multi-year design project, the process must be given the time and space to fully play out while building the foundation from the ground up to design and construct a stable and robust profession for the future.



**President**  
**Sabrina Carinci**

# Message from the Incoming President-elect



My history with ARIDO dates back to my time in the Advanced Interior Design program at la Collège la Cité in Ottawa. In my last year, I volunteered to be the student representative on the Eastern Ontario Chapter (EOC) and it marked my entry as a volunteer at a grassroots and regional level. My focus in this role was minor, I mostly attended EOC meetings and filled the gap between our local chapter and the local French Interior Design program.

Because of the network I had started to curate during my volunteering, I secured a position in a local interior design firm and my volunteer involvement expanded as I took carriage over the EOC newsletter as the voice of the region ensuring local members received the information and updates, they needed on their local community. I recall my passion for the profession and ARIDO growing which was mimicked in the growing length of my newsletter issues – I was often told they were too long, but I just had so much say. While I reflect back on this with humour and gratitude, this memory marks the moment in my ARIDO history where a spark was ignited representing my first sense of belonging and inclusion in the profession.

Volunteer experience for most members grows and expands over time, as we build and grow in parallel with our volunteerism simultaneously. I later moved into the EOC Treasurer role overseeing local finances and ensuring the financial viability of the Chapter. ARIDO volunteer opportunities tend to offer varying opportunities and experiences that build new skill and knowledge areas, that can also support individual growth in a way that we may not always have access to otherwise.

Following my experience in the Treasurer role, I shifted my involvement, focus of priorities, and interests, outside the organization as I embarked on a new role designing high-end luxury homes in Ecuador. While this deviation in design sector offered great learning opportunities (like how to deal with the lack of a building code) it didn't fit in my long-term plan.

As often happens to members, my pause from ARIDO didn't last as I felt the pull to return volunteer efforts back to ARIDO and the profession in Ontario. Like many stories before mine, I was approached by a local Registered member who encouraged me to rejoin the local chapter and continue my ascent up the volunteer ladder, this time in the EOC President role. It was there, that my exposure to the organization expanded from the local regional lens to a Provincial one. As EOC President, I had greater access and awareness to the work ARIDO head office led. In particular, the work surrounding the redesign of the current chapter model which has since been unveiled as the new Communities model.

My involvement in reimagining the regional communities provided me with greater exposure and understanding of the direction the collective work of Ontario was heading – and I really wanted to be involved in it.

Having seen how the board was run for several years, I saw room for improvement and considered ways to have it align more clearly with ARIDO's new strategic plan with a new focus on inclusion, equity, and education. It was a big shift from our current focus, which was heavy on planning networking events.

My decision to pursue the ARIDO President-elect position stems from my journey in ARIDO volunteerism. My interest in serving in a leadership capacity within the organization was also influenced by the work ahead identified in ARIDO's strategic plan and my desire to be at the fore-front at an important time of evolution and transition.

The vision for a regulatory future in partnership with the OAA, is something I whole-heartedly believe will further elevate the profession of interior design in Ontario. And I want to support and be a champion for it to help usher it forward.

As my involvement at the Provincial level grew so did my understanding of the organization's vision

outlined in the strategic plan; ARIDO's road map to a stronger, elevated profession along with a more inclusive, diverse, and thriving community. The exposure to an intentional advancement of equity, diversity, and inclusion, paired with a strong leadership force that truly wants to provide our profession with a brighter future has provided me with insights and exposure to a new way of showing up both individually and collectively.

I now recognize that had I not expanded my volunteer efforts from a regional to the Provincial level, I may not have identified with the importance of the proposed EDI work ARIDO is undertaking and furthermore, I may not have personally connected with the work or grown an individual interested in it. Prior to this exposure, the opportunities to grow and become a greater champion for the profession did not exist.

The opportunity was provided to me by ARIDO to personally relearn the tragic truths of Canada's history and its impact on Indigenous and First Nation communities. In September 2023, the ARIDO Board and staff observed Truth and Reconciliation Day by attending a virtual Tour of the former Mohawk Residential School. This experience has enabled me to self-reflect on my personal roots and any inherited, unintentional biases. This personal journey has increased my openness to show up for others, including the profession but also society as a whole.

In November 2023, the ARIDO Board and staff gathered for the annual ARIDO Leadership Workshop where we engaged with Dr. Fatima Samji. Dr. Samji shared her research and insights into the roots of professionalization and its impact on creating exclusive cultures in professional practitioner groups.

What stood out for me in that workshop was the role of meritocracy in our society which is the upholding of the system of measurable criteria (tests) to award status to individuals and is thought to be achievable for those who work hard enough. Capacity Building also resonated for me as we discussed the process of developing and strengthening the skills, instincts, abilities, processes, and resources need to survive, adapt, and thrive in a fast-changing world.

As I reflect on my past year on the Board, meritocracy was prevalent for ARIDO in the work it is leading related to the Examination Alternative Project. Prior to Dr. Fatima Samji's workshop, ARIDO leadership had already identified a path to increase fair access into Registered membership but via a different and innovative approach intended to provide candidates with a second option to meet the examination requirement that was not founded on a meritocracy focused system.

At the 2024 ARIDO AGM, I will be officially acclaimed as the President-elect for ARIDO. A focus of my year as President-elect will center around Title Enforcement and Protection over the title "Interior Designer" in Ontario, and examining ways ARIDO can continue to fulfill its regulatory obligation while considering a more human-centred approach. This will position us for our future in the Direct Regulation Model with the OAA, which once in place, will require anyone who is not Registered with ARIDO at the time to become licensed to practice in large buildings in Ontario.

My second focus will be ensuring that we, as ARIDO, continue to put in practices in place that provide a greater understanding of the importance of hiring a Registered Interior Designer. Specifically, the public at large needs to be much more educated in our abilities through a broader range of marketing strategies.

I'm excited to be stepping into the President-elect role and to play my part in contributing leadership towards more inclusive ways of building capacity within the organization, the profession and our amazing community.



**Incoming  
President-elect  
Jeremy Cheff**



# Message from the Executive Director



November 2023 marked the 90th anniversary for ARIDO. It was on November 8, 1933, when practitioners sat together around a table to design their future community and organization. And here we are, 90 years later, reflecting on the previous year again, and it's hard to know where to begin. 2023 was a year of robust work supporting the vision for the future of the profession not just from a regulatory standpoint but also via the lens of a more inclusive, diversity, and thriving ARIDO Community.

From a regulatory focus, ARIDO launched the Examination Alternative Project (EAP) which is the 3rd competency-based project undertaken by ARIDO. 2023 also marked 10 years from the initial date that ARIDO consciously chose to expand its reach as a regulatory body by revising and redesigning options for candidates to qualify as a Registered Interior Designer in Ontario via the current three requirements; Education, Experience and Examination.

In 2013, the ARIDO Board of Management committed to the exploration of Alternative Pathways into ARIDO in preparation for a future with regulation. In 2014 a Task Force was appointed to examine alternative pathways starting with minimum education equivalencies to the then pending July 1, 2017 mandate of a CIDA-accredited degree to qualify as an Intern. Development of the Intern Competency Review System (ICRS) soon followed which launched in 2017, providing an alternative method for internationally-trained and seasoned Canadian designers to qualify without having to update their existing education to a CIDA-degree.

The development of the Interior Design Experience Requirement (IDER) soon followed and IDER was launched in 2020 providing Interns with an alternative to meeting the prescribed hours based supervised work experience by replacing it with a competency-based road map to in-the-field training.

Our final competency-based project, the EAP, begins at the 10 year anniversary of ARIDO's commitment to stepping up as a Canadian regulatory leader in the interior design sector intended to build fair and accessible pathways in for any candidate.

So why develop an exam? I can understand how many members in Ontario may question this. From a Registrar perspective, it comes down to providing a choice for those who desire one and aligning with our future regulatory framework. Developing a second option for candidates in order to meet the examination requirement, an option that is different and innovative while still defensible and confirms the required competencies to protect the public, is something members should expect from ARIDO in 2023.

This demonstrates the vision of an organization and leadership that sees opportunities to build the identity and credibility of a profession that addresses end user challenges on a daily basis by designing a vision for a new user space; taking into consideration the needs of the occupants, the intended use of the space and ensuring compliance with codes and regulations to protect public safety in interior spaces.

The EAP project is no different. At the launch of the project, a survey was sent to ARIDO members asking to share their experiences in obtaining or striving to meeting the current requirements to become Registered. The survey resulted in over 500 responses from members at various levels who embraced the opportunity to be heard by the very organization mandating the requirements. As the Registrar, my gratitude extends to every member who participated and shared their experiences

via that process. The survey results highlighted barriers to entry to the profession that served as a starting point in designing a second option to the current examination requirement with an attempt at eliminating some existing barriers.

The Development Group had access to the research work of Dr. Fatima Samji, Ph.D. M.A. M.Ed, a specialist and consultant advisor in equity, diversity and inclusion from an academic policy perspective. As the Registrar, access to Dr. Samji's research shed light on the history of the professionalization process of professions dating back to the early 1900's.

Dr. Samji enabled the organization to reflect on the current path to qualifying while examining on what can often be exclusive and overly excessive requirements for one to qualify in a profession. We also explored systemic roots which have historically and intentionally created barriers to entry into professionalization for many diverse groups in North America.

At the time of the publication of this annual report, the Comment Period for the EAP will soon close as we will be receiving the initial feedback from our members and practicing designers from other provincial jurisdictions into the proposed solution.

The EAP serves not only as a second option to meeting the Examination Requirement to become qualified in Ontario; but it also represents the progression and growth of ARIDO as the only regulatory authority for Interior Design in Ontario since 1933.

As work continues with the Ontario Association of Architects (OAA) to progress the Direct Regulation Model, the EAP serves as the final alternative pathway into ARIDO which prepares the organization to fully step into its role and responsibilities as a partner and leader in regulation.

Prior to legislative amendments being made to the Architect's Act which will enable enhanced regulation of interior design, the framework in which ARIDO must qualify future licensees must be in place and align with Fair Access principles and requirements that all Ontario regulatory bodies are accountable to government for.

Upon launch of the EAP in March 2025, ARIDO will be well positioned to step into its responsibilities as the qualifying body for interior design in the province.

In closing, it is important to note that the path to qualifying into any profession should feel reflective of the innovative nature of the profession itself. ARIDO's work to increase fair access for all who desire to qualify, and at all 3 requirement levels, serves to position the profession of interior design in Ontario as innovate, progressive, inclusive, and accessible even in a regulated state; all while protecting the public interest by ensuring a qualified profession grows in the province.

I would like to take this opportunity to express my gratitude to the Board of Management who lead and contribute to an organizational culture of transparency and openness in order to grow the profession and its recognition. I look forward to continuing to support our collective vision for a brighter, more inclusive community for all.



**Executive Director  
Sharon Portelli**





# The Bold Statement

Our work throughout 2023 was guided by the 2023/25 Strategic Plan which centered around our Bold Statement:

**ARIDO is committed to creating a welcoming and respectful community that is dedicated to building meaningful, progressive change towards diversity and belonging.**


**We will boldly advocate and champion the growth of our members and stakeholders during various stages of their professional and personal journeys.**

**We will honour our responsibility as an industry leader to forge a new pathway to advance equity and diverse representation through actionable programs and policies.**

Our Bold Statement is supported by the following three areas of focus which were essential priorities to our continued journey throughout the past year, and continue to be central to our focus:

## Fostering Community Reinforcing Value Inclusive Engagement

As ARIDO's work was based on the Bold Statement and our Strategic Plan for 2023/25 the Annual Report has been structured in a way to walk through the three areas of focus Community, Value and Engagement to share ARIDO's work and our collective accomplishments through this framework.

Look for the  icon which highlights the goals from the Strategic Plan. The actions by the Board of Management, Committees, and Staff are all detailed under each goal.



# Fostering Community

**Goal: The ARIDO Community is a diverse, inclusive, and safe space for all existing members, new members, industry partners, and stakeholders to participate authentically.**

## 1. We will foster community by:

**a. creating inclusive policies that embrace DEI learning and accountability with ARIDO.**

### **ARIDO LEADERSHIP WORKSHOP – NOVEMBER 2023**

As the ARIDO Board of Management’s Strategic Plan spans from 2023 to 2025, the leadership opted to hold a leadership workshop as an annual strategic planning meeting was not required at the time.

The workshop was facilitated by Dr. Fatima Samji, Ph.D., M.A., M.Ed, an Education Policy Researcher and Consultant, and Education EDI Specialist and Advisor.

Building off Dr. Samji’s work on the Examination Alternative Project (EAP), the workshop enabled the leadership to reflect on the current path to qualifying while examining on what can often be exclusive and overly excessive requirements for one to qualify in a profession. We also explored systemic roots which have historically

and intentionally created barriers to entry into professionalization for many diverse groups in North America.

The workshop also fostered enhanced mindfulness and awareness techniques that can be used as tools by individuals within the leadership, to assist in identifying where biases and behaviours exist that uphold systems and barriers to professionalization.

It further served as additional training for staff and Board related to future planning and changing needs of the organization, its culture and the people at the helm of it.

### **THE EXAMINATION ALTERNATIVE PROJECT (EAP)**

Since 2013, ARIDO has focused on developing alternative pathways to the current education, experience and examination requirements needed to qualify as a Registered Interior Designer in Ontario. The EAP is ARIDO’s 3rd and final competency-based project and focuses on the preparation for the OAA Direct Regulation Model while aligning the qualification path of interior design in Ontario to architecture.

In 2019, it was agreed upon by ARIDO and OAA, that an alternative to the current examination requirement would be developed to mimic the framework for how one qualifies as an



architect in Ontario today. It was also agreed that ARIDO would lead on the project. ARIDO launched the EAP in January 2023 and once developed, anyone wishing to become Registered in Ontario will have 2 options to complete the examination requirement:

- 1 - the NCIDQ exams
- 2 - Examination Alternative

ARIDO and the OAA have agreed they will continue to recognize the NCIDQ exams for Registered membership for those who choose it and this recognition will extend to the Direct Regulation Model once in place.

### What Approach Did ARIDO Take in Developing an Alternative?

With the NCIDQ examinations currently recognized, ARIDO felt it important to focus on developing an alternative method to assessing competencies, while maintaining the rigour required to assess one's minimum competencies in order to protect public interest.

ARIDO has engaged Competency Consultant, Daniel Zanth, to lead this project and the work completed is built upon previous competency development work such as the ARIDO Intern Competency Review System (ICRS) and the Interior Design Experience Requirement (IDER).

In alignment with ARIDO's commitment to advancing equity, diversity, and inclusion, it was equally important to examine barriers that exist in most regulatory frameworks in qualifying professions. Dr. Fatima Samji, was engaged in actively auditing the development process under the lens of equity, diversity, and inclusion.

### Engaging Members in Identifying Barriers to Qualifying:

ARIDO conducted a survey in spring 2023 prior to the start of the project to enable ARIDO members to share any experiences on barriers they have faced to becoming Registered. This research included responses from over 500 prac-

tioners and identified a set of goals for the EAP in relation to addressing or removing barriers.

### Intent of the Project

The key objectives of this initiative include:

- To review the purpose, appropriateness, and relevance of the current examination requirement.
- To design and develop an alternative to the current exams that can determine if applicants have acquired the competencies necessary to perform unsupervised to meet the qualifications requirements for Interior Designers in Ontario.
- To engage a fair representation of Interiors Designers in all working groups and ensure a fair and equitable path to qualification that aligns with the assessments developed by ARIDO for Education (ICRS) and Experience (IDER) requirements.

### The Proposed Solution

A development working group of Registered members with diverse backgrounds were engaged to lead the development of the proposed solution.

The proposed solution is a comprehensive approach to preparing aspiring Interior Designers for the demands of the profession and confirm their readiness by completing the examination requirement which is made up of two components:

**Part 1** - the Practice Readiness Program, is a flexible online learning program covering key competency areas essential for successful practice. This self-paced program offers core and additional content, aligning with ARIDO's 8 Competency Areas and addressing relevant practice aspects. Tasks and features are de-



signed to evaluate and enhance knowledge and skills, guiding applicants to identify areas for improvement.

**Part 2** - is the Entrance Interview, complements the program by assessing applicants' self-reflection and future practice plans, ensuring readiness for a fulfilling career in Interior Design.

The purpose of the Proposed Practice Readiness Program and Entrance Interview is to ensure that all individuals applying to become a Registered Interior Designer in Ontario are provided a fair and equitable opportunity to demonstrate the competencies required to practice interior design while protecting the public interest.

To access all published materials and information related to the EAP, visit the [EAP Project Page](#) on the ARIDO website.

The EAP is scheduled to launch in March 2025.

### **b. developing templates and best practices for inclusive policies for adoption by design firms and community organizations.**

The Awareness Committee focused on identifying days and priorities for ARIDO to highlight as a group with visibility and influence, and has created calendars in order to recognize special days throughout the year.

Two or three days from each month are selected by the Awareness Committee to be highlighted so there can be more focus and communication about each day.

### **AWARENESS DAYS**

Here are some of the days that were highlighted:

#### **May**

**May 5** – National Day of Awareness for Missing & Murdered Indigenous Women, Girls and Gender Diverse People

**May 17** - International Day Against Homophobia, Transphobia, and Biphobia

#### **June**

**June 25th** - Toronto Pride Parade

**June 21st** – National Indigenous People's Day

**June 27th** - Micro-, Small, Medium Sized Enterprise Day

#### **July**

**July 18th** - Nelson Mandela Day on July 18th

**July 30th** - World Day Against Trafficking in Persons

#### **August**

**August 9** - International Day of the World's Indigenous Peoples

**August 19** - World Humanitarian Day

**August 23** - International Day for the Remembrance of the Slave Trade and Its Abolition [UNESCO]

#### **September**

**September 30th** – National Day for Truth and Reconciliation

#### **October**

**October 10th** – World Mental health Day

**October 16-22** - Invisible Disabilities Week

**October 31** – World Cities Day

#### **November**

**November 25th** - International Day for the Elimination of Violence against Women

#### **December**

**December 1st** - World AIDS Day

**December 3rd** - International Day of Persons with Disabilities



c. providing mentorship and internship with a focus on opportunities for diverse and/or underrepresented individuals.

### **ARIDO and Matrix360 Star Leadership Mentorship Program**

The overall goal of the Star Leadership Program is to build on our previous progress and expand the reach of diversity, equity, and accessibility impact for the ARIDO community and future talent pipelines.

The STAR Leadership program focuses on cross training mid-career, high potential talent on key leadership competencies through one-on-one guidance from senior level professionals. It also provides an opportunity for experienced leaders to participate in coaching and guidance initiatives to develop the next wave of leadership.

We're not just connecting generations but creating a platform where wisdom meets innovation. This is an opportunity for aspiring design professionals to learn from the established leaders, stoking a symbiotic flow of creativity, collaboration and leadership.

This program isn't just 'another initiative' - it's the heartbeat of our commitment to nurturing the future of interior design

We are grateful to the continued support from Chandran Fernando, founding partner of Matrix 360, our EDI Partner for their support, leadership and partnership. Chandran continues to champion and inspire the Board, Staff and our EDI Committee of volunteers to keep ARIDO growing on its journey in a meaningful way for change.

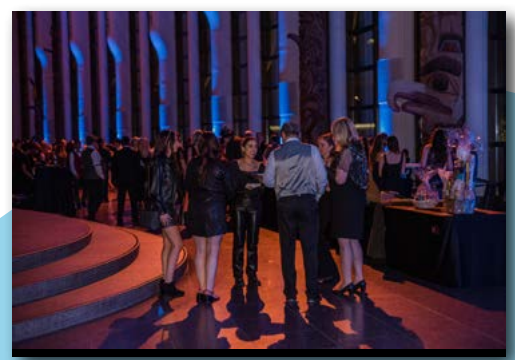
We are also grateful to JennAir who is our exclusive Mentorship Partner for the Start Leadership Mentor Program.

d. engaging Chapters to offer value-based programming and initiatives for local members.

### **EASTERN ONTARIO CHAPTER**

#### **Gatsby Holiday Party**

Association of Registered Interior Designers of Ontario, Eastern Ontario Chapter, along with the Ottawa/Gatineau Design and Construction Com-



**EOC Gatsby Holiday Party**

munity celebrated the Holiday Season, Gatsby Style! This joyous event was not only open to our ARIDO EOC members but also open to the entire community, our industry partners, clients and friends, inviting to put on best "roaring 20s" and "jazz age" attire for an evening of pure enjoyment, reliving the prohibition period with a festive twist. The event raised \$20,000.00 in Silent Auction for ALS Canada Research Program in honour of Randy Watt, a long time member of our close-knit business community, who was diagnosed with ALS in November, 2022. The silent and live auction proceeds donated to the ALS Society by ARIDO EOC aims to foster public awareness, fund research and provide support to ALS patients and their families. Student Table Top event – happened on Feb 13th, need to contact the Chapter for info

#### **City BuildHers – May 2023**

This was the inaugural event for City BuildHERS, organized by female Leaders in Interior Design, Construction and Real Estate industries. It was on the Home Opener of the Ottawa Redblacks Football game at TD Place, in a new event space that holds 150 people, that will be used for the first time. The event goal: Building up women in construction, design and real estate by creating a networking event, curated to inspire women in the industry to come together, collaborate and create opportunities for each other. Leaders and emerging Leaders alike, females in all facets of this community, empowering one another.



**EOC City BuildHERS**

The event brought a presentation regarding the new construction projects at the Lansdowne stadium and hockey facilities, followed by an industry panel describing the “reinacondos.com” project, a fully female led development and design project. There was food, beverage and the football game for a night of education, inspiration, relationship building and fun!

### **Ottawa’s Capital Pride Parade**

On August 27th, the ARIDO-EOC participated in Ottawa’s Capital Pride Parade for the first time. It was a beautiful day filled with joy, laughter, fun, and entertainment from our own local drag queen, EOC Past President Jeremy Cheff! As ARIDO pushes for equity, diversity, and inclusion, this is sure to be the first of many times we participate and it’s bound to get bigger and better in the coming years.

### **GREATER TORONTO AREA CHAPTER**

#### **GTA Chapter Gutterball event**

On May 30th, 18 teams took turns in the bowling lanes at The Ballroom in Toronto, raising almost \$10,000 to support interior design student scholarship from across the GTA.

#### **Golf Tournament – Money raised for Indspire**

The 20th annual GTA Chapter Charity Golf Tournament took place at the Richmond Hill Golf Club! There were 32 foursomes on the course all playing 18 holes for an amazing cause. The Chapter partnered with Indspire, a national Indigenous registered charity that invests in the education of First Nations, Inuit and Métis people to create the first-ever ARIDO scholarship of its kind, raising \$25,000 for Indigenous students pursuing degrees in Interior Design.



**GTA Charity Golf Tournament**

### **SOUTHERN ONTARIO CHAPTER**

#### **Charity Golf Tournament**

The 13th annual ARIDO Southern Ontario Chapter Golf Tournament was held on September 13th in Hamilton at Kings Forest Golf Course! 9 teams started teeing off at 11:30am and were greeted with Mimosas and a prepared lunch. They drove away in their carts, fueled and ready to compete. Laughter, banter, and even a few “fore’s” were heard throughout the day.

#### **Holiday Party – Winter Wonderland**

ARIDO SOC Winter Wonderland Holiday Party was a magical and festive escape at the Royal Botanical Gardens. The evening started with a warm atmosphere, with attendees networking to the sounds of Christmas music in the background. The combination of good food and attentive service likely added to the overall enjoyment of the event. The conclusion of the evening with “Winter Wonders” was a truly enchanting experience.



**SOC Charity Golf Tournament**



**SOC Holiday Party**

**e. increasing supplier diversity by creating and developing an online portal for diverse businesses and support the advancement of diversity and accessibility in the design industry.**

This is currently under development with the Foundation Subcommittee.

**f. promoting the design profession and industry to:**

**i. underrepresented communities, newcomers, and diverse professionals;**

The ICRS is a competency-based assessment that provides fair access for Intern applicants who do not meet the minimum education credential but who have the competencies and education equivalent to the learning outcomes like those of a CIDA-accredited degree program.

**ICRS for 2023:**

- 167 requested information to onboard through ICRS.
- 23 applicants enrolled.
- 12 applicants successfully completed the ICRS.
- 1 applicant was unsuccessful.
- 19 applicants are currently working to complete the ICRS.

**Newcomers Associations**

ARIDO was invited to the Toronto Society of Architects – **TSA connect 2023**. A professional networking and mentorship event for internationally trained architects. We had the opportunity to answer questions related to Interior design requirements and the alternative pathway to intern membership – ICRS.

Representing ARIDO was Zinnia Bookwala, currently a registered member who completed the ICRS, Neil Prabhu a director of the ARIDO Board of Management and Jose Tanabe, ARIDO’s regulatory coordinator.

During the 2024 Interior Design Show (IDS). ARIDO had an ICRS session with members that completed the alternative pathway to intern membership – ICRS. Zinnia Bookwala, Alessandro Caselli and Hannah Flemming shared their experiences with the ICRS and provided recommendations for future candidates. The regulatory coordinator presented an overview of the ICRS, and questions were answered.

ARIDO was invited to the annual **TRIEC PINS talent Xchange event**. ARIDO is a current member of the organization. Craig Alexander, former Chief Economist for Deloitte, the Conference Board of Canada and TD Bank shared insight on the impact of underemployment impact on Immigrants and the Canadian Economy. There was also a presentation by two PINS members sharing their individual experiences in the labour market and their employment search.

ARIDO had a designated table with information about our association and the ICRS.

**Current ICRS reviewers:**

- Elaine Bergen
- Penny Fobler-Cressy
- Alex Taran
- Derek Buttars

**ii. high school student populations.**

**STUDENT CHARRETTES**

ARIDO BID Students conducted the Student Design Charrette as part of the Interior Design Month at Winston Churchill Collegiate Institute,



**Student Design Charrette**



Scarborough and Lakeshore Collegiate Institute in Etobicoke, Ontario engaging 100+ high school students.

This hands-on workshop invited more Ontarians into the conversation about Interior Design and the ways it impacts our lives every day. It encouraged them to explore Interior Design as a viable, worthwhile, and serious career path, nurturing emerging talent within the local community. Their efforts contribute to building a stronger foundation for the future of the industry by inspiring and guiding the next generation of designers.

### INDIGENOUS YOUTH OUTREACH

Registered member, **Sue Marenick**, representative of the Community Outreach Subcommittee attended the **Indspire RBC Career Launch Event**. This opportunity positioned ARIDO in front of Indigenous and First Nations high school students to inspire them to consider a career in Interior Design and to share information around the current requirements.

### FANSHAWE INTERIOR DESIGN + ARIDO INDUSTRY NIGHT

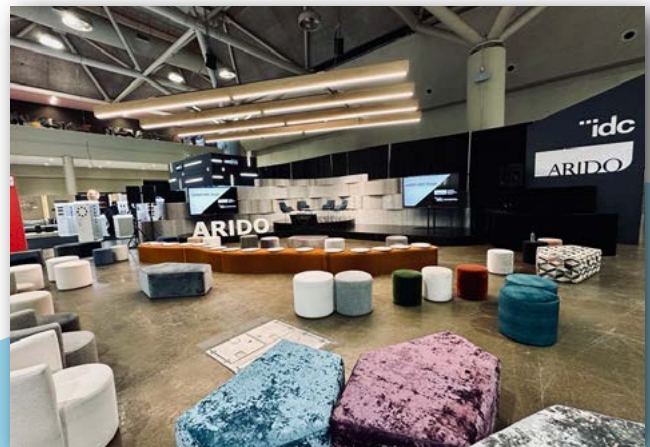
ARIDO collaborated with Fanshawe College of Interior Design, London Ontario, for an evening of education and networking, bridging the gap between academic learning and real-world industry practices.

### h. strengthening stakeholder relations and collaborate with other organizations to build awareness of the value of design.

### INTERIOR DESIGN SHOW TORONTO 2024

ARIDO and Interior Designers of Canada (IDC) partnered for the second time at the Interior Design Show (IDS), Toronto 2024, featuring the ARIDO + IDC Stage. This collaboration aimed to cater to various aspects of the design profession, including education, professional development, and community building, creating a well-rounded program that appealed to a diverse audience within the interior design community.

The event started with a session on How Laneway & Garden Suites Help Combat Our Housing Shortage with **Trevor Kruse** and **Craig Race** Design to Make a Difference – Empowering the Future Through Design Today with **Carrie Burd**, **Trevor Kruse** and **Danny Roppa**. presented a revitalization collaboration between the Jean Augustine Centre, JAC, and Interior Designers of Canada.



Images from the ARIDO + IDC Stage at IDS



**Jane Handerson, Kevin Stolarick, Lisa Fulford-Roy**, ARIDO and **Udo Schliemann** participated in a panel about promoting the strategic value of design and the contribution of designers. The day ended with a discussion between **Joanna Tiffin, Theresa Schoustal** and **Trevor Kruse** on the importance of relationship between designer and suppliers inside the design community.

On day 2, the first discussion focused on the VODA awards and successful participation in the program with past winner and judge **Theresa Casey** and **Trevor Kruse**.

**Brenda Danso, Micheal Lambie** and **Quianna Woolner** presented Jennair's Disrupting Design program and discussed the imperative of championing.

The day closed with ARIDO members **Zinnia Bookwala**, ARIDO, **Alessandro Caselli**, Intern ARIDO and **Hannah Fleming**, Intern, ARIDO who discussed the journey towards becoming a Registered Interior Designer in Ontario through ARIDO's Intern Competency Review System (ICRS).

During the public days at IDS, ARIDO led several public education talks On the ARIDO+IDC Stage starting with a presentation on Interior Design Contracts led by **Sharon Portelli**, ARIDO Executive Director and Registrar followed by a panel called Interior Design Projects Gone Wrong with Registered Interior Designer **Maia Roffey** of Black Sheep Interior Design, and Registered Interior Designer **Michelle Mawby** of Lucid Interiors.

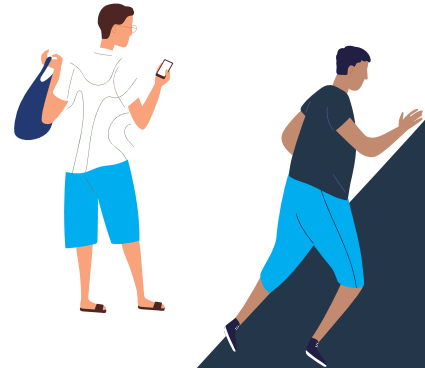
Panels on Sunday continued to educate the public on the importance of hiring a Registered Interior Designer with **Michelle Mawby** outlining the different permit requirements for residential properties. The session was moderated by **Sharon Portelli**, ARIDO Executive Director and Registrar.

On both public days, Interior Design Degree Students from Sheridan College and Humber College educated the public on the first requirement to become Registered Interior Designer, the Education Requirement.

The public also had the opportunity to watch the BID students have their portfolios reviewed by Registered Interior Designers, **Tatiana Soldatova, Beverly Horii, Michelle Mawby** and **Jeremy Cheff** who provided valuable advice and feedback.

ARIDO + IDC Stage was designed by **Bryan Stone**, Registered Member of ARIDO and his team at Stone and Associates Design, with valuable input from the ARIDO IDS Taskforce members.

A big thank you to everyone who participated and helped bring this event to life.



j. collaborating with the other provinces and IDC to develop a unified, collective voice for the profession in all jurisdictions.

### SCHOOL PRESENTATIONS

ARIDO staff partnered with IDC and hosted Student recruitment presentations at all recognized schools in Ontario as well as recruitment presentations to graduating students to transition them to Intern status.



# Reinforcing Value

**Goal:** Cultural betterment of the interior design industry with the end goal of increased value within the community, and increased awareness by the public and end users of the value of interior designers.

**1. We will focus on programs and initiatives that our members value, and prioritize the inclusion of underrepresented designers and companies, by:**

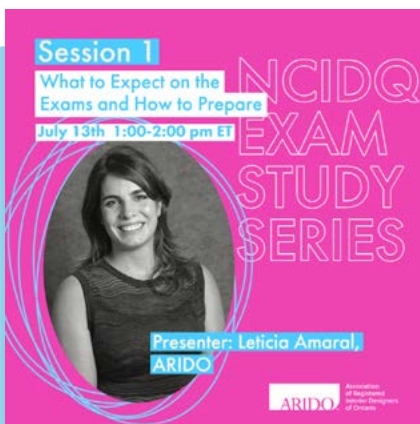
**a. Expanding career path support in areas such as:**

**i. NCIDQ exam prep support,**

**NCIDQ Study groups and Virtual sessions “NCIDQ EXAM Study Series”**

Registered member volunteers hosted an exam study series over the summer of 2023 to prepare Intern members for the fall exams. The sessions were recorded and are available through the member portal ARIDOAccess

The sessions were presented by Registered members Leticia Amaral, Sam Charlinski, Carley Berko, Melissa Munroe, Erica Pelletier, and Dana Seguin.

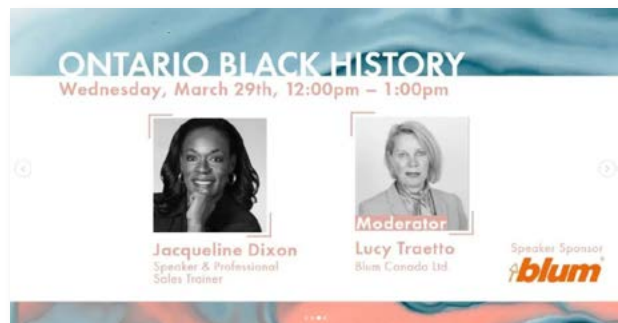


**NCIDQ Study sessions hosted by Registered Members volunteers**

**b. Develop value-added tools such as:**

**i. Resource library, education work-shops and lunch & learns focused on DE learning, knowledge, and experiences; and,**

The ARIDO Education Sub-Committee arranged a lunch & learn series in the topic of Universal Design Principles. ARIDO also celebrated Black History in Ontario at the 2023 Ontario Summit by partnering with the Ontario Black Historical Society.



ARIDO launched a new job posting platform to support co-op/internship job opportunities for students. ARIDO is promoting the new job posting platform to our membership and to industry partners to raise awareness of the needs for student placements and encourage companies to post opportunities to support our emerging Interior Design professionals.



## ARIDO Job Board

The ARIDO Job Board continued to be a popular benefit of membership throughout 2023, as there were 76 job posts.

The 20 paid posts originated from municipalities, design and architecture firms, as well as large and small companies, which demonstrates that ARIDO continues to be a go-to resource to find qualified Interior Designers.

Looking for work? Visit the Job Board in ARIDOaccess or [sign up here](#) for updates.

ii. **Webinars and presentations on practice related matters, i.e., OBC, HR, financial management, succession planning, running a practice.**

## Professional Development (PD)

The current Professional Development cycle is **from July 1, 2023, to June 30, 2025**. Registered, Intern and Educator members are required to complete a total of 12 credits, out of the 12 credits, at least 4 Health & Safety and 8 General Education.

In July 2023 ARIDO conducted an audit to verify compliance with the Professional Development requirements for the cycle – July 1, 2019, to June 30, 2023.

- ARIDO randomly audited 10% of the members required to complete professional development credits.
- Members selected for a PD audit were notified by email on August 2, 2023.
- The deadline for selected members to report their credits was August 31, 2023.
- Reminder emails were sent on September 7th to members who did not answer the email sent on August 2, 2023.
- Members that did not respond to our emails were contacted by phone.
- Emails and letter were sent to non-compliant members.
- Members that did not comply with the Professional Development requirements were fined and the deadline to pay the Professional Development fine was November 30, 2023.

## iii. Building Code Reference Guide

The Ontario Building Code Subcommittee, of the Practice Advisory Committee, is developing an interactive, online user guide that will contain illustrations to support members in interpretative and applying the Ontario Building Code to Interior Design projects.



## 2. Raising awareness on the value of design and qualified interior designers through:

### Pr6 Title enforcement

Bill Pr6 – Act respecting the Association of Registered Interior Designers of Ontario. Only Registered Members of ARIDO may use the titles “Interior Designer” and “A.R.I.D.O.”

Following investigations for unauthorized use of the titles, emails are sent to non-registered members, advising the immediate removal of any reference to the titles “Interior Designer” and “A.R.I.D.O.”

- 118 title investigations.
- Forty-eight emails

In 2024 ARIDO will explore it’s current process for enforcing it’s regulatory authority to protect the title “Interior Designer” and “A.R.I.D.O.” while ensuring a more equitable and fair way for non-members to be informed and comply.

#### a. Education of the benefits of businesses working with interior designers.

BLOG//ARIDO continued to be a cornerstone of our promotion strategy along with the member directory of Registered Members.

We published 69 posts of projects and articles on BLOG//ARIDO and worked with Registered members to create this content.

Some of the top posts include:

[This forever home is anything but ordinary](#) | ARIDO

[This forever home is anything but ordinary](#) | ARIDO

[A Place to Play, A Place to Grow](#) | ARIDO

[A modern take on classic design creates a tranquil oasis in this new build](#) | ARIDO

[A modern take on classic design creates a tranquil oasis in this new build](#) | ARIDO

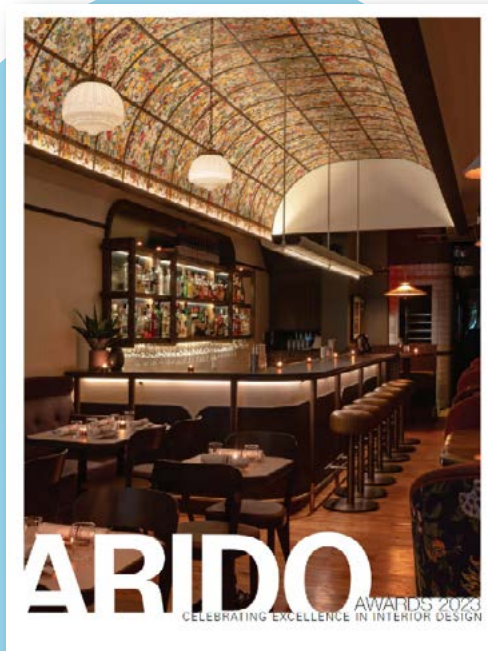
For Registered members, completing your BLOG//ARIDO profile and keeping it up to date is more important than ever as the member directory averages more than 5,000 visits per month.

#### b. Showcasing what the profession does.

Cheers to 40 years! The 40th ARIDO Awards Gala took place on Thursday, October 5th, 2023. It was a great evening with the return of the Awards Event in person filled with reconnecting the entire industry, commemorating important milestones for the Association, recognizing design leadership, and celebrating excellence in Interior Design by Registered Interior Designers.

The ARIDO Awards Gala continues to be the industry’s premier design awards event in Ontario. Taking place at the Fairmont Royal York Hotel in Toronto, the 40th edition of the ARIDO Awards recognized projects in the categories CARE, EAT + STAY, LEARN, WORK, and the annual categories of CRAFT, DISTINCT, and PRESERVE + RESTORE.

Awards Magazine Cover



**g. Developing a marketing guide (elevator pitch) per sector.**

A Marketing Guide for the membership is currently under development by The Provincial Advocacy Committee.

**h. Advocating for the design of interior spaces that exceed minimum accessibility standards.**

**ARIDO AT THE BUILDINGS SHOW**

“A Deep Dive into True Accessible Design” was a transformative session where industry leaders, at the forefront of accessibility innovation, delved into the realm of inclusive and accessible design. Thanks to our panelists Vanessa Tantaló, ARIDO (Moderator), Lisa MacVicar Samantha Ryan and Jane Sleeth who are actively reshaping the landscape of accessibility.



The Buildings Show

**UNIVERSAL DESIGN PRINCIPLES WEBINAR SERIES – Ania Sousa, ARIDO**

As part of ARIDO’s 2023-25 Strategic plan, Education subcommittee put together this two-part webinar hosted by Registered member Ania Sousa, ARIDO of Interior Design Hub. The series focused on the 7 Universal Design principles and broke them down into practical examples which can be employed in daily design practice, as well as strategies for advocating for Universal Design with clients.



Universal Design Webinar



# Inclusive Engagement



**Goal:** Create safe and inclusive spaces where the community feels engaged and inspired to become an ARIDO Ambassador in this work.

**1. We will facilitate two-way communication between ARIDO and the members, and the members with each other by:**

**a. Gathering and obtaining feedback from members, in a transparent way, on their needs and how they wish to be engaged;**

Communications Committee created social media polls which help us keep a pulse on demographics, perspectives, and engagement for members, suppliers, and vendors. The polls are posted bi-weekly on Instagram stories since January 2024.

**b. Members informing ARIDO of issues facing them both individually and the profession.**

The Virtual Suggestion Box, created by the Communications Committee is still a great way to gather more feedback on ARIDO's work and processes, and a place to voice opinions, and provide feedback to ARIDO.

Feedback can be submitted anonymously or submitters can include their names if they wish for someone to follow up.

Access the Virtual Suggestion Box [here](#)



**2. ARIDO will explore the development of a communication method either via an app or the website:**

**a. To establish an online forum for members to post issues or questions for other members to help with.**

A private LinkedIn group is growing and gaining more members each day, and currently has 416 members. This group is a way for members to connect with other members and provide an inclusive space for the community to engage and be inspired.

With this group, ARIDO is providing a virtual way for the ARIDO community to interface from across Ontario, discuss issues facing the profession, and tap into the collective knowledge of the membership.

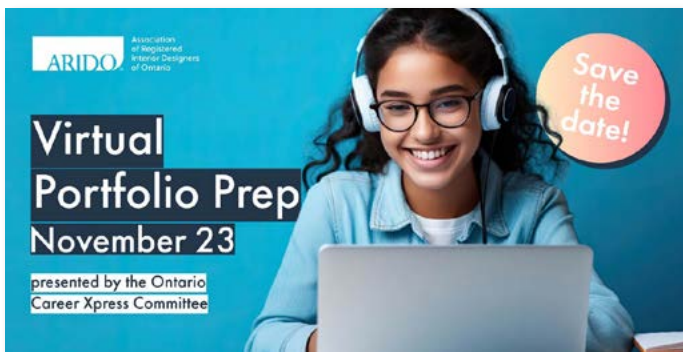
**3. We will increase engagement within our community by:**

**a. Finding ways to further connect and engage with:**

**i. students enrolled in an ARIDO-recognized education program,**

Throughout the year, ARIDO Staff completed their annual school visit presentations at all ARIDO recognized programs for 1st and 4th year students. These presentations introduce the association to students, inform them of ARIDO's offerings through the free student membership, and connect them to the association.

The Career Xpress Committee continued their work to engage directly with students and equip emerging professionals with information for their careers in interior design.



BLOG//ARIDO featured work by graduating students from May through July. About 3 months of posts were published in partnership with each of the ARIDO-recognized BID programs.

This campaign began in 2020, with the cancellation of many graduating shows. By showcasing student work in this way, we are able to further connect and engage with students who are in ARIDO-recognized programs and spotlight them as an important part of the ARIDO Community.

We'd like to thank the schools who participated in the 2023 campaign!

Georgian College  
Toronto Metropolitan University  
Humber College  
OCAD U  
Yorkville University  
Sheridan College  
Fanshawe College  
Conestoga College

See the entire campaign at this [link](#).

**ii. faculty and Educator members of ARIDO.**

ARIDO continues to host annual meetings with Educator members and faculty at ARIDO recognized BID programs, in order to remain updated with the schools and find ways for greater collaboration and engagement.

**c. connecting different generations with one another.**

The ARIDO Star Leader Mentorship Program connects members with intermediate experience with Registered members in order to be mentored on leadership growth and expansion.

**4. Engage Chapters in a strategic exercise to identify ways to better align their activities with ARIDO priorities.**

**REDESIGNING THE CHAPTERS MODEL**

In recent years, ARIDO has committed to advancing to a more inclusive, diverse, and accessible organization. This focus is in addition to ARIDO's focus as a regulatory body which sets and enforces standards for the profession of interior design in the interest of public safety and consumer protection.

As ARIDO continues to evolve, it is essential that all aspects of the organization align with this direction. As a result, in 2022 discussions commenced with Chapters to review and examine how they can achieve a more aligned focus with ARIDO's direction and priorities.

It is also imperative that ARIDO work on building a closer working relationship with its Chapters and the members in





all regions across Ontario. This work will be important for ARIDO to truly develop a more inclusive community where all feel that they belong and can contribute to ARIDO.

Additionally, this work facilitated increased open and consistent dialogue amongst Chapter leaders and with head office.

#### This work resulted in:

- Communities Model proposal presented at the Chapter AGMs in Spring 2023
- The release of a discussion document in October to the membership and broader community. View the discussion document [here](#).
- Open comment period where the community provided feedback via an online survey and one-on-one interviews.

#### Feedback Received

Members indicated support for the model as follows:

- Other initiatives happening locally like public awareness
- Removal of formal titles and positions
- Greater administration burden with head office
- Clearly defined local roles
- Consideration of hybrid offerings to local members – both in-person and virtually
- Also think of satellite options in larger regions

#### Members also shared concerns as follows:

- Ensuring local connections are not lost within region
- How the locally Communities Fund will be managed and be accessible by all regions
- Finding volunteers to carry the roles in smaller regions (outside GTA)
- How regional sponsors will financial support the model if one Communities Fund exists
- Ensuring new volunteers are recruited to ensure “new blood”



# Direct Regulation Update

## Direct Regulation Model Development

The Examination Alternative Project (EAP) was launched in 2023 and serves as one of the final model development pieces required prior to the ARIDO/OAA Direct Regulation Model's implementation. The EAP will provide the final increased fair access requirement needed to launch an equitable and inclusive pathway into licensing.

The EAP is a two-year project which is slated to launch in March 2025 and provides all candidates for future licensing a second option that will meet the examination requirements.

Visit the ARIDO [EAP webpage](#) for full details on the project including preliminary reports.

## Legislative Amendments

ARIDO and OAA have discussed the opportunity to utilize the OAA's Act Modernization vehicle to introduce the amendments to the Architect's Act that will enable licensing for interior designers in Ontario. Work has become to identify legislative amendments and discussions with the Attorney General have begun. Work in this area will progress in 2024.



# Financial Report



The 2023 audited statements reflect a year of organizational evolution as we worked to prepare for a future with Direct Regulation. As always, the daily operations of the organization are supported by the hard work of Board and staff as we continue to work closely together towards the goals outlined our strategic plan.

We continue to leverage opportunities for more innovative approaches to doing business by utilizing technology to maintain reasonable event and travel expenses, while increasing access to ARIDO opportunities and programs across Ontario. Starting with revenue for 2023, ARIDO was successful in obtaining 97.89% of its projected membership dues. This put ARIDO in a strong fiscal position to carry out its operations and demonstrated inherent value in ARIDO membership. Looking to our investments, we originally budgeted \$50,000 in revenue stemming from investment income. For the year ending December 31, 2023, ARIDO gained \$111,006 in investment income as we continued to work with our Financial Advisor, Al Jones, who actively monitored the markets, managed our portfolio and ensured that our investment portfolio remained in alignment with risk tolerance and investment objectives.

At the 2023 AGM, we presented a budget which forecast a deficit of \$35,838 for 2023. As you review the 2023 audited financial statements you will note the statements reflecting a \$363,422 deficit. However, this deficit includes several line items that do not reflect true operational costs. As in past

years, you must deduct the amortization amount of \$117,638 because although it is a book entry on ARIDO's financial statements, it is not a cash entry. You will also note Competency Development costs totalling \$204,328 which represents the Examination Alternative Project (EAP). While these development costs are reflected within our expenses, the EAP is a special project that will run over the course of two years and does not represent regular operating costs. As per accounting standards, as this project resulted in these development costs ARIDO is required to recognize this as an expense.

Development costs for the EAP are not supplemented by normal revenue streams such as membership dues or sponsorship, but are covered by ARIDO's investments; specifically, ARIDO's regulatory fund. The regulatory fund is a dedicated set of investments which ARIDO may only use for development work related to the Direct Regulation Model.

As we move closer to the implementation of the Direct Regulation Model, this 2-year development project will build upon the competency development work previously completed with the Intern Competencies Review System and the new supervised work experience requirement, Interior Design Experience Requirement (IDER). The decision to develop a Canadian Alternative was agreed to in 2019 between ARIDO and OAA, wherein a Canadian alternative would align us closer to the current framework for qualifying as an architect in Ontario.

Therefore, the actual bottom line for 2023 when you deduct the Amortization amount of \$117,638 and the development costs of the EAP at \$204,328, is a deficit in operations of \$41,456. In comparison to what was presented to the membership at the 2023 AGM, this is a variance in deficit of \$5,618.

This deficit is the result of several factors. For 2023 Awards Project Submissions, we were projecting a total of \$30,000 in submission fees. ARIDO re-



ceived \$15,000 in submission fees, a significantly lower number of submissions than anticipated with a deficit of \$15,000.

2023 marked the return of ARIDO's Awards Gala as an in-person event and we projected ticket sales for the event totalling \$150,000. The actual ticket sales revenue received was \$137,500 providing a deficit in the amount of \$12,500.

Lastly, we were projecting sponsorship to support our Equity, Diversity and Inclusion work related to ARIDO's newly launched mentorship program in the amount of \$25,000. While we secured sponsorship by Jennair in the amount of \$17,500 to support this program, payment to support this was received in early 2024 and not by the end of the fiscal year which is December 31, 2023. While we have secured these funds, the payment of that sponsorship in 2024 has created a deficit for 2023.

Looking towards the 2024 budget, again, the audited statements will reflect a deficit in the amount of \$307,627. As indicated above for 2023, to obtain the actual bottom line for 2024, we must deduct the amortization amount, which is projected at \$117,638. Additionally, as the EAP project enters into its second year for 2024, development costs related to the project will continue in the amount of \$170,000. As reported above, any development costs related to preparation for the Direct Regulation Model will be covered by ARIDO Regulatory Fund and not general operating revenue. Lastly, ARIDO announced the recruitment of a Registrar in preparation for the Direct Regulation Model. The recruitment costs will total \$25,000 as ARIDO works with Chandran Fernando of Matrix360 to conduct the search for ARIDO's new Registrar. The recruitment costs also related to ARIDO's future in the Direct Regulation Model will be covered by ARIDO's Regulatory Fund.

Therefore, when you deduct both the Amortization, EAP Development Costs and the Registrar Recruitment Costs from the deficit of \$307,627, we are left with a surplus of \$5,011.

As I close my report, I want to inform the membership of a new financial sustainability strategy that the ARIDO Finance Committee and the Board have undertaken. As we continue to grow ARIDO into a stronger regulatory leader, we know that there will be an increase in operational costs that we must be prepared for. While ARIDO has grown and maintained investments in the form of a Regulatory Fund to serve as our dedicated financial pool to cover these costs, the organization recognizes there are additional revenue streams the organization can explore to ensure the growth of the organization can be sustained outside of membership dues.

ARIDO's Finance Committee, is in the final stages of developing a strategy to expand ARIDO's property rental income in order to increase its rental revenue stream all intended to provide additional revenue support for our regulatory future. The Finance Committee and the ARIDO Board see the ARIDO owned property at 43 Hanna Ave, as an untapped real estate opportunity that can generate additional revenue all while remaining the home of interior design in Ontario. We are excited for the opportunity to share details with the membership at the 2024 Town Hall and AGM in March 2024.



Serving the membership as VP, Finance over the past year has been a growth journey for me thanks to the exposure of the innerworkings of a Not-for-profit framework which is significantly different than a for profit framework which many members, including myself, run their design practices by. It has been a rewarding experience contributing ARIDO, spearheading new revenue strategies and to work collectively with my talented and dedicated peers on the Board and also with the ARIDO staff. [Click here to view a copy of our 2023 Audited Financial Statements.](#)

A big thank you to the staff and Board for their contributions in keeping the organization moving forward.

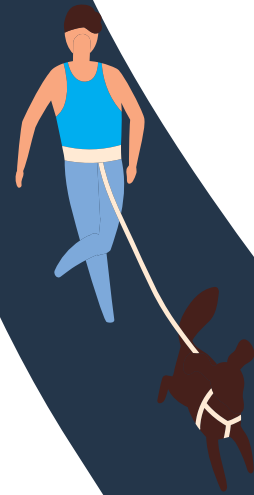
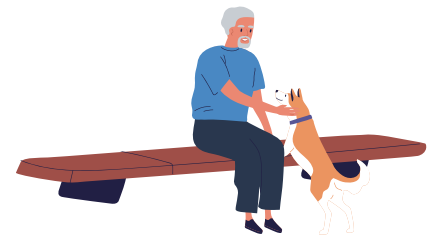
Regards,

**Joanne Chan, ARIDO  
VP, Finance**



# Life Members

Angela Braun  
Maria Cumming  
Alana Golding  
Alba Graner  
Allan Guinan  
Hania Hawrylak  
James Janssen  
Christopher Pallett  
Eliisa Petersen  
John Sample  
David Sapelak  
Dianne Soucy  
Netta Stellato  
Donald Surphlis  
Carol Syrnyk  
Susan Taylor  
Marilyn White  
Jeffrey Wilkes



# New Registered Members

Nada Abdullah  
Nazima Bacchus  
Bita Bahmanbijari  
Christine Belanger  
Dana Burrell  
Lindsay Campbell  
Elizabeth Campbell  
Yue Cao  
Olivia Carmichael  
Samantha Charlinski  
Briar Coote  
Charanne Cowie  
Helena Da Costa  
Alessandra D'Alessio  
Abigail David  
Jessica Davies-Thompson  
Miranda Del Plavignano  
Kaitlyn Dennis  
Tasha DeVries  
Meghan DuChene  
Amanda Ens  
Lu Gan  
Danyon Goodwin  
Stephanie Hutton  
Justin In  
Natasha Jardine  
Chae Eun Kim  
Angela Kisielewski  
Sungjin Lee  
Ashley Lepine

Hanna Levett  
Madeleine Linton-Henderson  
Sarah Mandell  
Katherine McNabb  
Harini Meda  
Azeem Mohammed  
Samantha Mok  
Brittany Moore  
Emmalee Murray  
Erin Neufeglise  
Taylor O'Brien  
Elizabeth Ormonde  
Alexandra Palmer  
Nancy Pedra  
Emily Rohrer  
Emily Rouleau  
Farida Sadliwala  
Mark Sanchez  
Nisha Sewell  
Jennifer Suljak  
Yuliia Syniavska  
Sarah Taylor  
Christine Toptchi  
Mhay Ann Trinidad  
Vilma Ugaban-Harris  
Taylor Van Binsbergen  
Roxanne Van Dam  
Justyna Wrobel  
Vanessa Zivanovic



# ARIDO Board of Management

Sabrina Carinci, President

Jennifer Warling, Past President

Bryan Wiens, Secretary/Director

Joanne Chan, VP Finance/Director

Jude Kamal, Director

Robin Fraser, Director

Beverly Horii, Director

Jeremy Cheff, Director

Neal Prabhu, Director

Erin Jenner, Educator Director

Lana Pihut, Intern Director

Sharon Portelli, Executive Director and Registrar/Ex Officio

## CHAPTER PRESIDENTS

Justine Baltessen, EOC President

Sheri Crawford, SOC President

Tim Au-Yeung, GTA President





# ARIDO Committees and Members

## Board of Governors

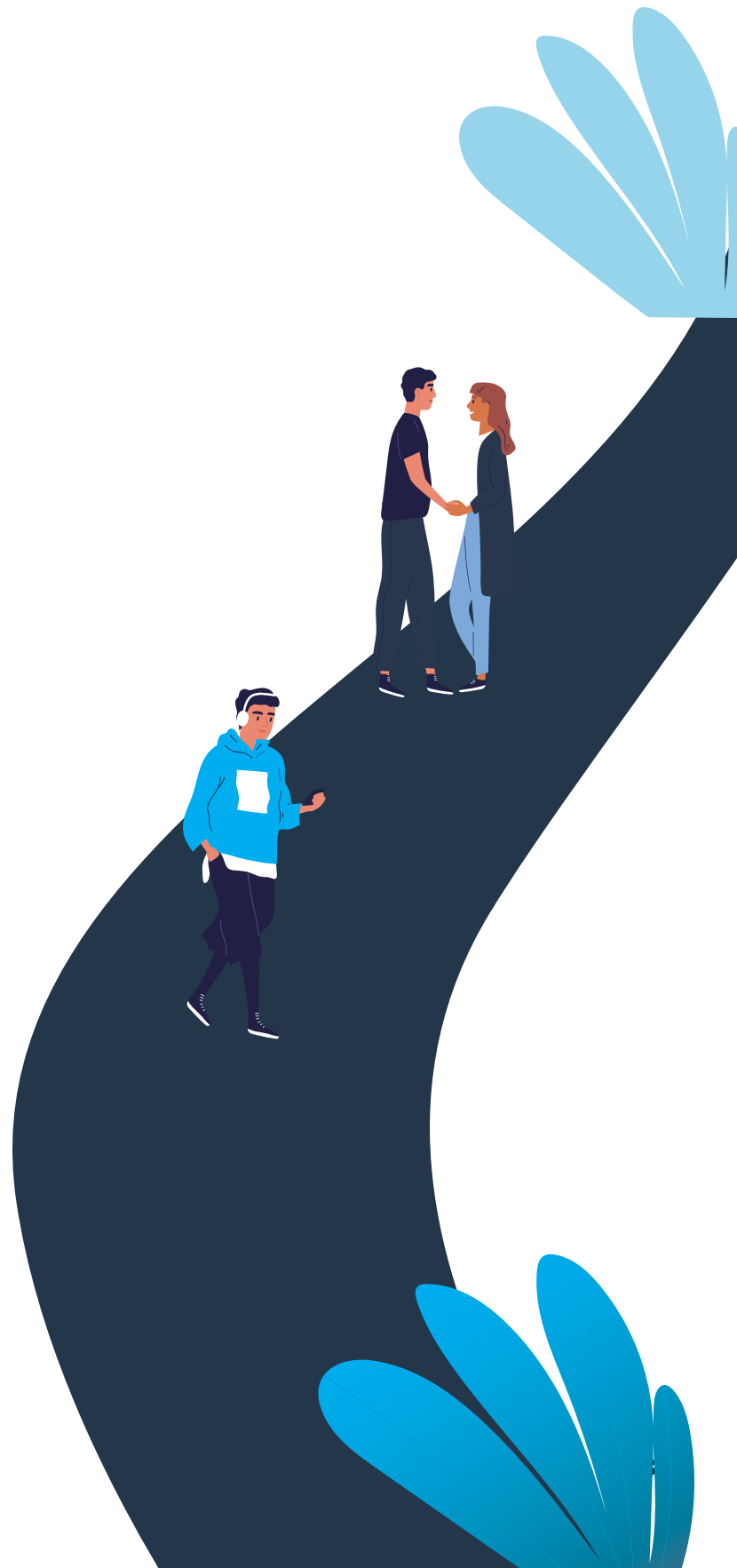
Nadia Kuhni, Chair  
David Gibbons  
Lucia De Biasio  
Sheri Crawford  
Deanna Hayko  
Greg Quinn  
Janine Grossman  
Sue Bennett  
Eliisa Peterson  
Theo West Parks  
Deborah Rutherford  
Franca Rezza  
Peter Grimley  
Lynn McGregor  
Joseph Pettipas  
Victoria Horobin  
Allan Guinan  
Kelly Stobbe  
Trevor Kruse  
Colleen Baldwin  
Irving Ellman  
Robert Chaban  
Paul Maggiacomo  
David Rollins  
Sandra Toogood

## Finance Committee

Joanne Chan  
Bryan Wiens  
Robin Fraser  
Sharon Portelli\*  
Irma Kemp\*  
Harrison Zhang\*

## Nominating Committee

Nadia Kuhni, Chair  
Sheri Crawford  
Janine Grossmann  
David Gibbons  
Susan Tienhaara  
Daniel Long  
Sharon Portelli\*  
Irma Kemp\*



### **Property Committee**

Neal Prabhu  
Sharon Portelli\*  
Irma Kemp\*  
Maya Vnukovsky\*

### **2023 Awards Judges**

Derek Buttars  
Rasha Alnaqeeb  
Jennifer Warling  
Patty Clydesdale

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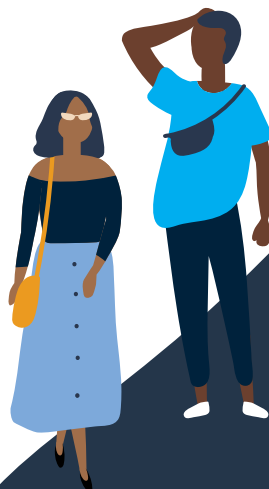
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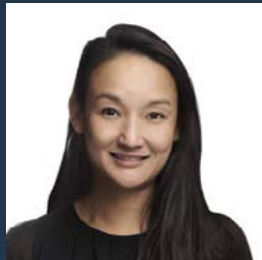
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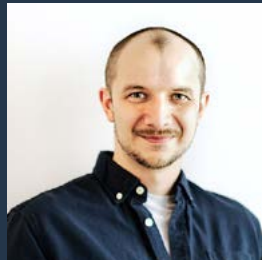
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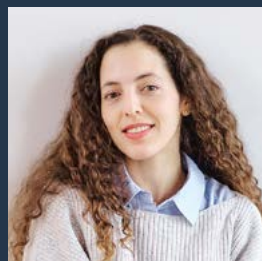
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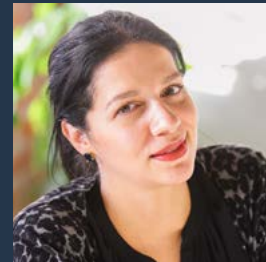
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